



This fall we offered to facilitate in-district SLO Approval Calibration Sessions and 16 LEAs participated across the state. We received significant positive feedback from the sessions. After the sessions, participants reported feeling more calibrated with their district colleagues, more confident in approving SLOs, and that they could use a similar activity with teachers to help them understand what high-quality SLOs look like. They also voiced that they would be interested in participating in similar calibration sessions focusing on reviewing teaching practice, providing specific and actionable feedback, and scoring SLOs.

Ongoing calibration is crucial in all areas of the models as we strive towards accuracy and high-quality feedback to support teacher's development. As LEAs take on greater ownership with educator evaluation, we want to support the critical calibration that must occur for all stakeholders. In the past, personnel evaluating teachers have been expected to attend two RIDE workshops as part of ongoing training throughout the school year. This year we would like to adjust the way we have provided training, based on feedback from this past year and the fall calibration sessions.

Rather than organizing sessions across the state that personnel evaluating teachers sign up for and attend with participants from other districts, we will be offering three additional in-district calibration opportunities throughout the year. **It is our expectation that LEAs will sign up for at least two calibration sessions. LEAs who participated in an SLO Approval Calibration will only be expected to sign up for one additional session this year.** All personnel evaluating teachers, along with district leadership, should be present at these sessions.

Calibration Sessions:	Reviewing Teaching Practice	Providing Specific and Actionable Feedback	Scoring SLOs
Date Range:	January 6-Feb 14	March 3-28	April 14-May 16
Session Length:	2 hours	2 hours	2 hours
Description:	Participants will watch videos of teaching practice focused on a non-traditional content area or an area of the rubric that building administrators in the district identify as being most challenging to score. Participants will score the episode using their rubric, discuss, and reach consensus on scores. Through conversation, participants will identify areas of alignment and misalignment, and discuss instructional practices that may be interpreted differently.	Participants will examine samples of feedback that teachers in their district have received this year. The group will utilize a Feedback Review Tool to analyze and discuss the feedback and share approaches and best practice to giving feedback to teachers after observing practice.	Participants will practice scoring sample SLOs and corresponding data using the SLO/SOO Scoring Process Map. They will identify areas of alignment and misalignment, reach consensus on some of the areas of misalignment, and discuss situations that are the most challenging to score or data that may be interpreted differently.

Leaders should consider the areas their staff most need to calibrate, and if necessary, can sign up for all three remaining calibration sessions. Please note that a district leader will be responsible for coordinating the logistics of bringing staff together for the meeting including:

- Securing a space
- Inviting participants and scheduling attendance
- Collecting and making copies of materials
- Coordinating with a RIDE staff-member to discuss facilitation and agenda

To coordinate sessions and discuss logistics or ways to tailor sessions to your district's needs please email or call Greg Stewart at greg.stewart@ride.ri.gov or 401-222-8082.